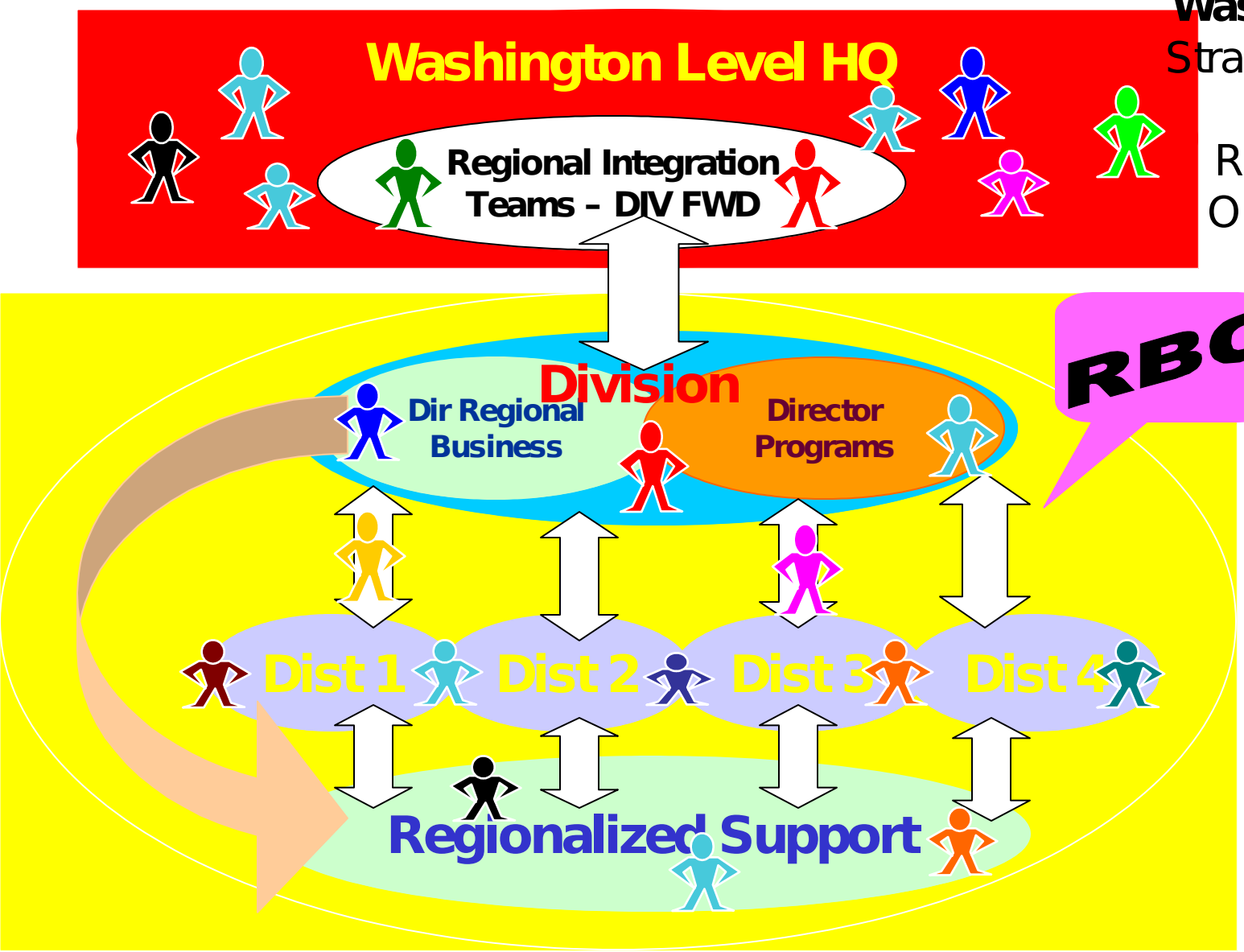
POD RIT Implementation Plan

POD Support Team Leader

USACE 2012 Organization

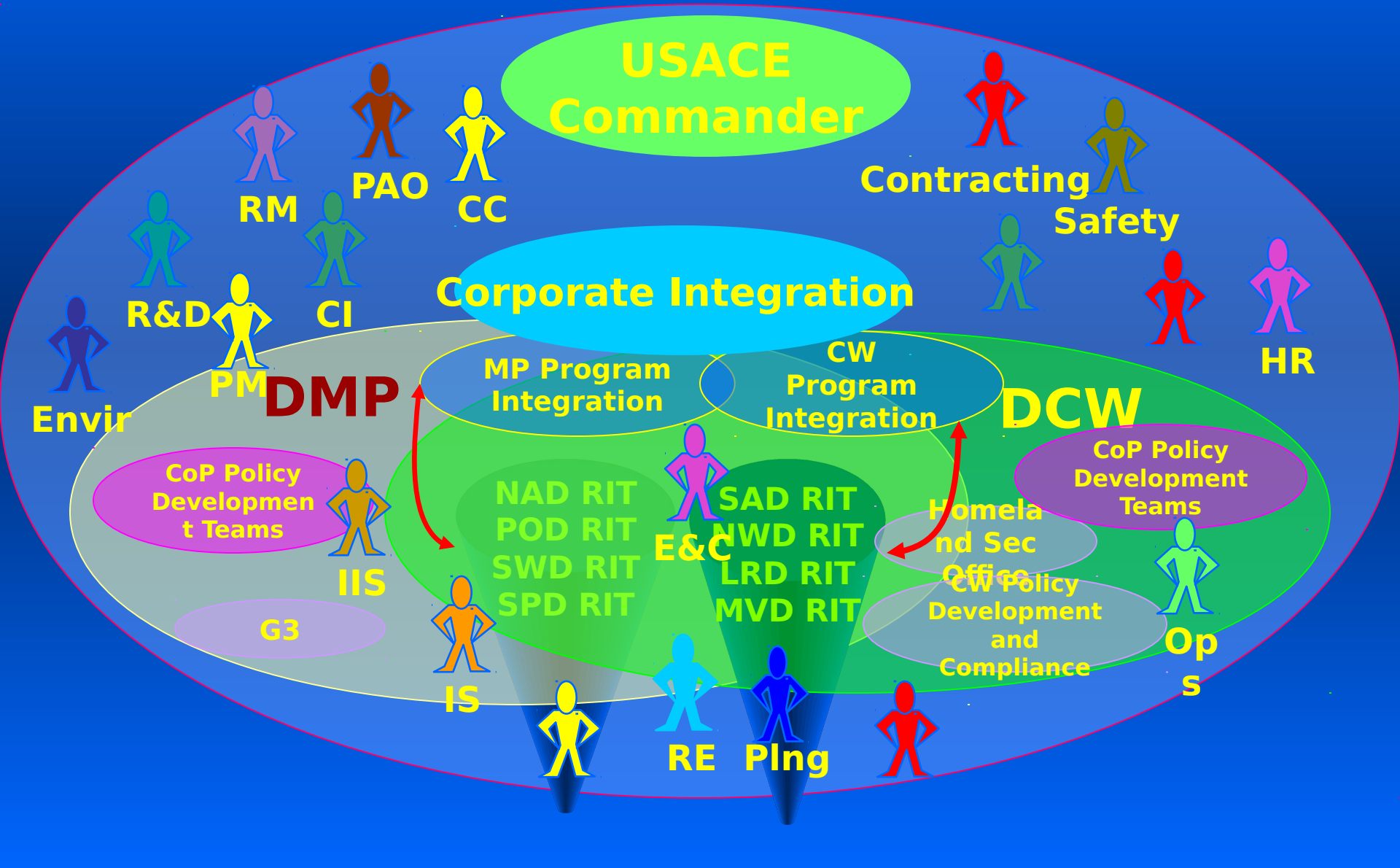


Washington HQ: Strategic Planning, National Relations and Organizational Success

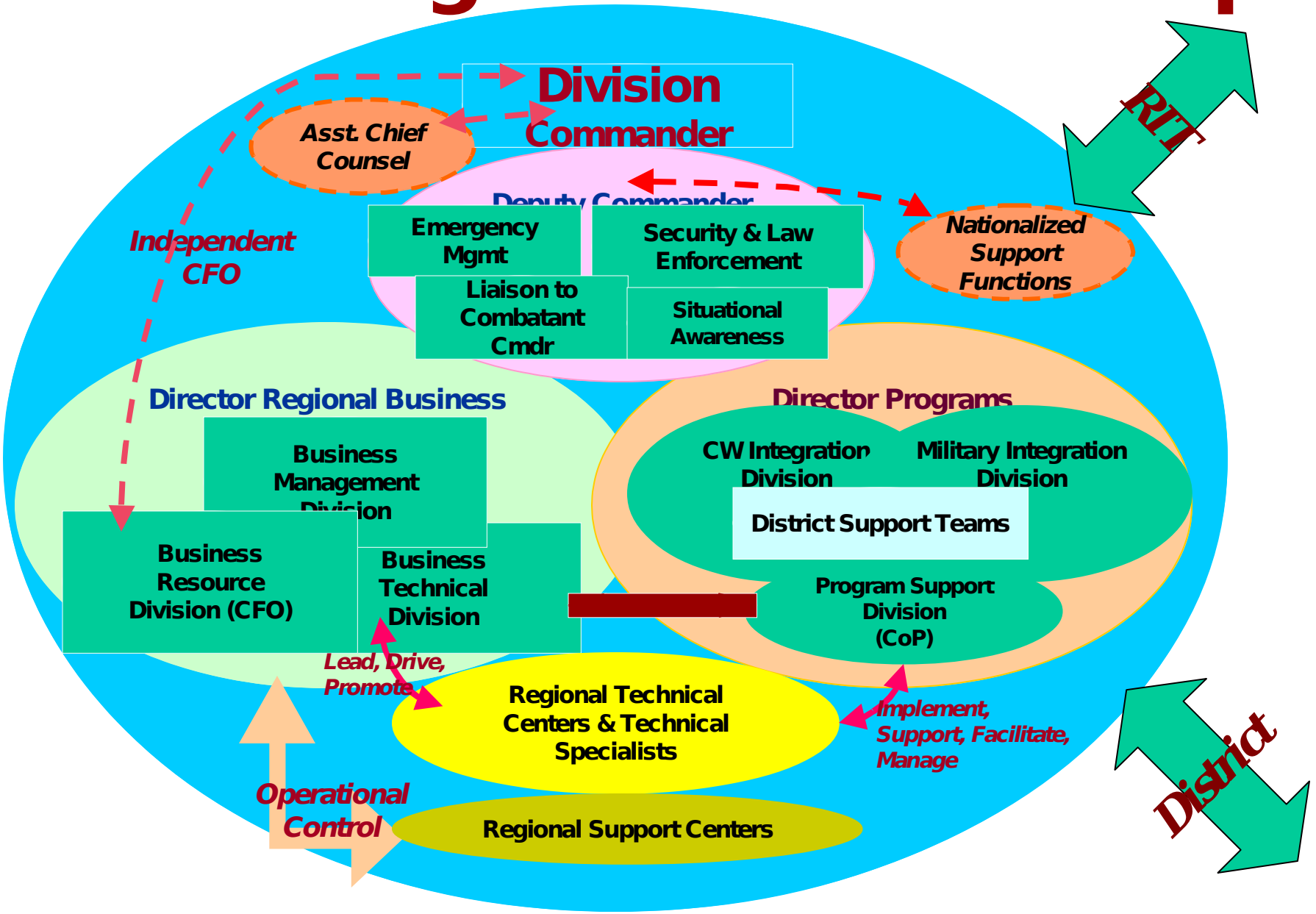
Division: Regional Operation and Management

District: Execution

Washington HQs Concept



Division Organizational Concept



Regional Integration Teams

DMP	DCW
POD	LRD
SWD	MVD
SPD	NWD
NAD	SAD

Regional Integration Team Staffing

RIT	Core Staffing		Offices with Personnel Working in RIT Location									Total
	Military Team	Civil Team	CW	CC	HR	RM	PARC	CI	CID	PA	LM	
Military Programs												
NAD	12	5	2	2	1	4	1	2	1	0.25	0.5	**30.75**
POD	11	3	2	2	1	4	1	2	1	0.25	0.5	**27.75**
SPD	8	6	3	2	1	4	1	2	1	0.25	0.5	**28.75**
SWD	8	5	2	2	1	4	1	2	1	0.25	0.5	**26.75**
Civil Works												
LRD	8	6	3	2	1	4	1	2	1	0.25	0.5	**28.75**
MVD	5	7	3	2	1	4	1	2	1	0.25	0.5	**26.75**
NWD	10	6	3	2	1	4	1	2	1	0.25	0.5	**30.75**
SAD	10	7	3	2	1	4	1	2	1	0.25	0.5	**31.75**
Total	**72**	**45**	**21**	**16**	**8**	**32**	**8**	**16**	**8**	**2**	**4**	**232**
		Average RIT Size =			**29**							

POD RIT – Core (15)

Chief – SES

Supv Program Manager (2); GS-15

Program Manager (2); GS-14 – MP

Program Manager (2); GS-14 – CW

Planner & Policy Manager (1); GS-14 – CW

General Engineer; GS-14 – Host Nation

Civil Engineer; GS-14 – Environmental

Electrical Engineer; GS-14 – Environmental

Real Estate Specialist (2); GS-12

Admin Support Assistant (2)

POD RIT – Support (12.75)

Operation & Maintenance (1)

Engineering & Construction (1)

Office of Counsel (1)

Resource Management (4)

Human Resource (1)

Contracting (1)

Corporate Information (1)

Corporate Integration (1)

Public Affairs (.25)

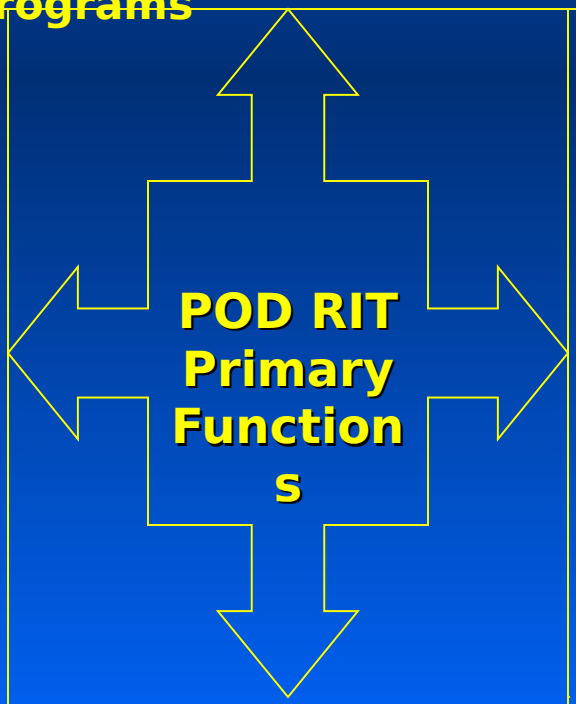
Logistics (0.5)

RBC Representation At the Washington Level

- **Primary POC for RBC & external Stakeholders**
- **Collaborate with RBC by maintaining National relations**
- **Support & represent RBC at Washington level meetings**
- **Proponent of RBC projects & programs**

Execution

- **Resolve policy issues between RBC & Washington level offices in a timely manner**
- **Support RBC program development & execution**
- **Expedite RBC actions at the**



CoP Support

- **Help RBC obtain support & disseminate lessons learned**
- **Support & utilize CoPs at Washington & RBC levels**
- **Support RBC in requested areas**

Goal of POD RIT

- Maximum support to POD
- Help POD to succeed
- Easy entry to HQ’s vertical teams
- Facilitate the flow of information
- Empower team members
- Get the job done
- “Aloha” attitude

Role of POD RIT

- To address all matters associated with POD projects and programs
- All correspondence and actions concerning
  - ✓ Pre-authorization
  - ✓ Authorization
  - ✓ Project execution
  - ✓ Other project specific matters

Role of POD RIT

- Activities managed by the Team will include:
  - ✓ Congressional inquiries
  - ✓ ASA (CW), DA, DAF, and DoD actions
  - ✓ Resolve technical & policy issues in coordination with PID, and/or CoPs
  - ✓ Regional quality assurance initiatives and regionalizing technical capabilities and expertise
  - ✓ Participate in staff assistance visits
  - ✓ Early involvement/resolution of significant issues with the vertical team

What Value Will POD RIT Add?

- ✓ We all know who to call
- ✓ Better communication & coordination – earlier on
- ✓ Better vertical and horizontal teamwork
- ✓ Maximize consistency in decisions
- ✓ Ability to say “no” – assist in getting a “yes”

USACE 2012

Key Dates & Events:

- **5 Dec 03: Finalize MMDs (RM)**
- **8-11 Dec: HQ to develop cubicle/private office floor plan (LOG)**
- **8–12 Dec: Run Mock RIF (CPAC)**
- **8 Dec: VERA/VSIP Targeted Announcement (Series/Grade) (CPAC)**
- **8-19 Dec: VERA/VSIP Application Period (CPAC)**
- **15 Dec: Floor Plan Approval (LOG)**
- **15 Dec: Union Review of Mock RIF Results (Union)**
- **18-24 Dec: VERA/VSIP approvals/disapprovals to employees (CPAC)**
- **22–29 Dec: VERA/VSIP acceptances due to CPAC (Employee)**
- **31 Dec 03–31 Jan 04: VERA/VSIP Sep 04 window (CPAC)**

USACE 2012 *(Continued)*

- 5 Jan 04: Begin operation of new organization (virtual)
- 12–23 Jan: ID personnel placements (CPAC)
- 19 Jan–6 Feb: Prepare personnel assignment memos (CPAC)
- 27 Jan: Terrain walk to familiarize employees with new floor plan
- 29–30 Jan: Relocate IT equipment to new cubicles (IM)
- 2–3 Feb: Employees move to new cubicles (LOG)
- 17 Feb: Issue personnel assignment memos (CPAC)
- 18 Feb–2 Mar: Employee response to placement notices
- 6–19 Apr: Reassign employees to new timekeepers/supervisors (RM)
- 20 Apr 04: Reorganization Implementation Date (CPAC)

Questions?